Cadre of Senior Assistants created in Government Order No. GAD 4 OSM 60 dated 17th August 1963.

Senior Assistant: Revenue (Higher)
Accounts (Higher)
General Law (Part I)
Secretariat Manual (both parts).

By Order and in the name of the Governor of Mysore,

B. PURUSHOTHAM,
Under Secy. to Govt., G. A. D. (Service Rules).

Orders re: Recruitment to Vacancies in Class III and Class IV Posts under the Central Government Departments from among the Employees of State Governments on transfer.

OFFICIAL MEMORANDUM

No. GAD 152 SRR 63, DATED BANGALORE, THE 16TH MARCH 1964
(Phalguna 26, Saka Era 1885).

While considering the question of removal of disparities in the scales of remunerations and conditions of service of the Central Government Servants on the one hand and of the employees of the State Governments, Local Bodies and Aided Institutions on the other, the Central Pay Commission had recommended for the consideration of the Central Government, a Scheme of recruitment to Non-Gazetted Posts under the Central Government by transfer of selected personnel from the appropriate services of the State Governments. The Scheme is in respect of certain but not all groups of Class III and Class IV Posts and is limited to Classes of appointments which do not carry All India Transfer Liability.

2. After examining the recommendations made by the Pay Commission, the Government of India, Ministry of Home Affairs, in consultation with the State Governments have formulated in their O.M. No. F.6/4/59-Ests (A) dated 28th October 1963, a scheme of Recruitment to Class III and Class IV posts under the Central Government by transfer of selected personnel from the Services of the State Governments. Under this scheme recruitment by transfer will be made as follows:—

(*a*) The selections will be made by the employing authority and not by the authorities of the State Governments;

(*b*) Recruitment of State Government employees will be made only at the point of direct entry and not against the post which are earmarked for the promotion of existing Central Government Employees;

(*c*) No State Government Employee who is above the age of 35 years will be eligible for being recruited by transfer under the Scheme.

(*d*) Only such candidates as have put in a minimum service of five years under the State Government will be eligible for recruitment under the Scheme; the minimum period of five years service may include temporary service also, provided the State Government Servants are permanent at the time of recruitment to the Central Government Service;

(e) Recruitment in the special manner will be made up to 33⅓ per cent of the direct recruitment vacancies. If the required number of suitable State Government employees, is not available to fill this quota for any particular recruitment, the balance of the vacancies will be filled by recruitment as usual from the open market;

(f) A State Government employee who is transferred to a Central Government Department will be kept on promotion for the usual period like the open market recruit. It would be open to the Heads of the Central Government Departments to revert to the State Government concerned, any employee who appears during the period of probation to be incapable of making the grade in Central Government Service. During the period of probation under the Central Government Departments, the State Government Employees will retain liens on their post under the State Governments;

(g) The State Government employees transferred to the Central Government in any year will all be placed in the seniority list above the direct recruits recruited during the same year;

(h) The Scheme is applicable to as many Class III and Class IV posts as possible (including those in the Technical categories), provided they do not carry All India Transfer Liability;

(i) Since under the proposed Scheme, the State Government Employees are to be transferred permanently, they would neither be granted deputation allowance nor will they be allowed to retain their own State scales of pay. Their pay will be fixed in the Central Pay Scales with due regard to the protection for the emoluments (*i.e.*, pay *plus* Dearness Allowance) in the State Government Service, but without counting service under the State Government towards increments in the Central Government Scales of pay.

(j) Service rendered under the State Government will be allowed to count towards pension in accordance with the Pension Rules of the Central Government. The Pensionary liability in respect of State Government employees recruited under the proposed scheme will be apportioned between the Central Government and the State Government in the usual manner.

3. The Scheme of Recruitment will not apply to:—

(1) Class IV Posts in the Central Secretariat and attached Offices in Delhi. If however, there are branches of the Central Secretariat or any of the Offices out side Delhi, for which Recruitment is made locally, the Scheme will cover such offices;

(2) the Posts of Lower Division Clerks and other excluded Class III Posts, like Statistical Assistants, Technical Assistants, Librarians, etc., in the Central Secretariat and attached offices in Delhi;

(3) to the Civilian Services under the Ministry of Defence;

(4) in so far as the officers under the control of the Ministry of Railways, Posts and Telegraphs Departments and the Indian Audit and Accounts Departments are concerned, the scheme will be made applicable to such of the Class III and Class IV Services, as may be decided upon by them later.

4. Recruitment under this scheme will be made to vacancies in a Zone from among the States comprised in the Zone and if the Territories of more than one State are included in one "Zone" of recruitment for a Central Service, applications will be called for by the Central Government recruiting authority from all the States, falling within the Zone. There is no allocation of quotas to the different

States in the Zone and the selections will be made by the Government of India from among the applications on the basis of merit. The Government of India will for this purpose decide, the number of zones to be formed and to which zone one or more States are to be attached. Thereafter the recruiting Central Government Authority will set out the special terms of recruitment and appointment which would be applicable to the State Government Employees. The State Government is then required to forward applications of its employees having regard to the number of vacancies reserved for their employees. When the Zone consists of only one State, a panel containing three to five times the number of vacancies is required to be sent by the State Government. And where there are two States in a zone, each State Government is required to send a panel of names equivalent to twice the number of vacancies to be filled up Where there are more than two States in a Zone, each State Government will have to send as many names as there are vacancies in the zone. From the names made available, the Central Government recruiting authorities will select persons according to their suitability for appointment to the posts concerned.

5. Under the scheme, the forwardal of applications should be centralised at the State Government level, as the Central Government recruiting authority will indicate to the Centralised agency of the State Government concerned the number of vacancies to be filled up by the employees of the State Governments in the Zone of recruitment. The State Government have therefore decided that the work relating to this recruitment should be centralised in General Administration Department at State level. When an offer of appointment is received by the State Government from a Central Government recruiting authority the same will be communicated to all the Chairmen of the Divisional Level Recruitment Committees who will circulate the offer to all offices within their divisions and send their recommendations to the Secretary of the State Level Recruitment Committee at Bangalore after rejecting the applications of candidates who do not fulfil the conditions laid down by the Central Government recruiting authority or in the opinion of the Chairmen of the Divisional Level Recruitment Committees not fit to be considered for being recommended to the Central Government recruiting authority. The offer will also be communicated by Government simultaneously to the Secretary, of the State Level Recruitment Committee, Bangalore, for circulating the offer to the Heads of Department Offices located in Bangalore and receive recommendations from them and consolidate the same. The final selections from among the recommendations received shall be made by the State Level Recruitment Committee. The Committee will submit a panel of names to the Government in the General Administration Department as laid down above.

On receipt of the panel of names from the Committee, Government will make the necessary recommendations to the Central Government Recruiting Authority.

The above scheme of recruitment may be circulated widely so that officials may avail of the opportunity and utilise the benefit of the Scheme. The Government of India have requested the departments concerned for making necessary changes in the existing recruitment rules as respects Class III and IV Services as a consequence of the introduction of this scheme and actual recruitment under the scheme can therefore take place only after the rules are amended by the Government of India.

K. BALACHANDRAN, *Chief Secretary to Govt.*